

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
June 2014



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Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
Total Number of Inquiries	331	326	393	412	330	375							2167
Number of Complaints Drafted	96	141	165	176	118	153							849
% of inquiries drafted	29%	43%	42%	43%	36%	41%							39%
Employment	64	106	122	130	88	117							627/74%
Housing (Real Estate)	18	16	23	23	15	20							115/14%
Public Accommodation	9	12	15	15	10	15							76/9%
Credit	0	0	0	0	0	0							0/0%
Education	5	7	5	8	5	1							31/4%
Unknown	0	0	0	0	0	0							0/0%
Number of Complaints Formalized	75	78	79	191	77	88							588
Employment	55	55	52	154	54	60							430
Transferred from EEOC*	5	1	0	73	1	4							84
Housing (Real Estate)	8	13	15	18	14	17							85
Transferred from HUD**	3	4	5	4	8	3							27
Public Accommodation	8	6	8	15	5	9							51
Credit	0	0	0	1	0	0							1
Education	4	4	4	3	4	2							21

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
Total Number of Inquiries by Region	331	326	393	412	330	375							2167
Region 1	34	37	44	44	30	49							238
Region 2	29	29	37	26	28	30							179
Region 3	20	24	25	25	17	29							140
Region 4	12	9	13	16	13	11							74
Region 5	131	141	173	206	156	166							973
Region 6	28	26	29	39	19	22							163
Region 7	14	11	16	11	8	5							65
Region 8	30	28	23	19	22	23							145
Region 9	21	20	28	23	29	28							149
Unknown/Out of State	12	2	5	3	8	10							40

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified or is located out of state.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
% of Aged Cases by Area													
Employment	8%	6%	6%	6%	13%	8%							8%
Housing (Real Estate)	0%	0%	11%	0%	2%	0%							2%
Public Accommodation	8%	8%	13%	18%	14%	9%							12%
Credit	0%	0%	0%	0%	0%	0%							0%
Education	6%	6%	12%	11%	16%	18%							12%
Open Cases by Area													
Employment	567	599	584	682	695	740							
Housing (Real Estate)	48	52	47	62	58	56							
Public Accommodation	96	97	94	89	86	84							
Credit	0	0	0	1	1	1							
Education	38	41	41	43	45	46							

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate), FO = Final Order.

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
Number of Cases Closed	61	43	77	69	65	52							367
Employment	35	30	42	49	35	31							222
Housing (Real Estate)	16	9	18	5	17	17							82
Public Accommodation	6	4	13	14	11	3							51
Education	4	0	4	1	2	1							12
Credit	0	0	0	0	0	0							0
Type of Closure													
NPC	31	23	56	49	40	25							224
CWS	17	12	13	9	14	21							86
CW	4	1	2	5	2	0							14
AD	3	0	5	4	3	5							20
FO	6	7	1	2	6	1							23

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
Probable/Reasonable Cause Findings	1	1	6	6	1	1							16
Employment	1	1	6	6	1	1							16
Housing (Real Estate)	0	0	0	0	0	0							0
Public Accommodation	0	0	0	0	0	0							0
Education	0	0	0	0	0	0							0
Credit	0	0	0	0	0	0							0
Active Cases													
Employment	33	34	34	33	33	34							
Housing (Real Estate)	12	12	12	12	12	12							
Public Accommodation	7	7	7	7	7	7							
Education	4	4	4	4	4	4							
Credit	0	0	0	0	0	0							
Average Age of Cases since NOF*	525	526	520	272	244	275							

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

Allen, B. v. Nachi Technology, Inc. is an employment case based on disability. Complainant alleged that he was terminated because he is disabled.

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

Blackburn, C. v. Lebanon Moose Lodge is an employment case based on race. Complainant alleged that he was terminated because of her race. The case was closed with a settlement.

Articles of Interest:

ICRC to co-host Civil Rights Conference on Sept. 15th-16th (June 26, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2795.htm>

ICRC, Indianapolis Indians to host Third Civil Rights Game (June 26, 2014, Indianapolis Recorder)

http://www.indianapolisrecorder.com/news/article_27312f78-fd68-11e3-bd5f-001a4bcf887a.html

Fair Housing Center, Real Estate company reach settlement over discriminatory ads (June 26, 2014, HUD Newsroom)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2014/HUDNo_14-083

50th Anniversary of the Civil Rights Act / US EEOC (June 26, 2014, Eventbrite.com)

<https://www.eventbrite.com/e/50th-anniversary-of-the-civil-rights-act-u-s-eeoc-tickets-11318964327>

IU studies how Latinos in Elkhart, St. Joseph counties handle discrimination (June 21, 2014, Elkhart Truth)

<http://www.elkharttruth.com/living/2014/06/21/Study-looks-at-how-local-Latinos-handle-discrimination.html>

Entries due today for the ICRC's Student Essay Contest (June 20, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2786.htm>

FHA announces new guidance prohibiting deceptive marketing practices (June 19, 2014, HUD Newsroom)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2014/HUDNo_14-078

A half century working for civil rights (June 18, 2014, NWI Times)

http://www.nwitimes.com/news/local/lake/merrillville/a-half-century-working-for-civil-rights/article_1b5e9f7e-da83-5e90-8f47-a596d460c8d8.html

Greystar Management Services will pay \$25,000 to settle EEOC Pregnancy Discrimination Lawsuit (June 17, 2014)

<http://eeoc.gov/eeoc/newsroom/release/6-17-14a.cfm>

Women's Conference coming to Indy (June 13, 2014, Inside Indiana Business)

<http://www.insideindianabusiness.com/newsitem.asp?ID=65621>

ICRC conducting CLE seminar in South Bend today (June 13, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2792.htm>

2014 Indiana Dads Expo to be held tomorrow (June 13, 2014, Indiana Fatherhood Coalition)

<http://indianafatherhoodcoalition.com/expo-2014/>

HUD, Englewood Housing Authority settlement creates housing opportunities (June 10, 2014, HUD Newsroom)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2014/HUDNo_14-066

SunTrust Bank to pay \$300,000 to settle EEOC sexual harassment lawsuit (June 10, 2014, EEOC Newsroom)

<http://eeoc.gov/eeoc/newsroom/release/6-10-14.cfm>

HUD, Connecticut City and Housing Authority settle claims of discrimination (June 10, 2014, HUD Newsroom)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2014/HUDNo_14-067

HUD kicks off National Homeownership Month (June 5, 2014 HUD Newsroom)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2014/HUDNo_14-069

Disability Network sued by EEOC for disability discrimination (June 5, 2014, EEOC Newsroom)

<http://eeoc.gov/eeoc/newsroom/release/6-5-14a.cfm>

Human Rights groups to hold joint training conference in Merrillville (June 3, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2784.htm>